

18 Jan 83

DDA

Some comments re the paper on SIS Pay.

1. Retention of current SIS Pay Schedule simply extends current pay discrepancies;
2. Since when do employees have to solve an Agency wide management problem (election to GS option); I thought the ExCom was supposed to do that.
3. If an individual were to select the option to return to the GS scale, he/she would be considered lacking in interest in career progression, etc.
4. We have made irrevocable decisions in the past which continue to haunt us, i.e. Bonuses to be provided to 50% of the SIS Corps; how many SIS personnel have had sabbaticals?; recently imposed penalty re COLA for early retirement under CIARDS; etc.
5. O/P choses to ignore what the rest of Government is doing (placing the major of SIS folks at the 3 level);
6. Option concerning Within Grade Steps is contradictory to the bonus system; we can't have both -- what not consider Within Grade Steps in place of the bonuses????
7. There is not sufficient differentiation in OGC's suggested pay scale, only \$571, but at least it shows some imagination.
8. To elevate everyone to the SIS-3 level distorts the system and says that the responsibilities ~~and~~ these three levels are equal -- this is not valid per EMCD et al.
9. I would think that most folks would favor your recommendation, i.e. \$1,000 spread, as being most fair and equitable.
10. We say that people are indeed our most important resource -- the O/P suggestion obviously pay only lip service to this fact when dollars are on the line.....



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SIS Level	Pay Totals	Step 2	Step 3	Step 4	Step 5
6	67,200				
5	66,200	66,300	66,400	66,500	66,600
4	65,200	65,300	65,400	65,500	65,600
3	64,357 200	64,457	64,557	64,657	64,757
2	63,786 200	63,886	63,996	64,096	46,196
1	63,215 200	63,315	63,415	63,515	63,616

SIS/SES	Gov't % (OPM Source)	Agency %	
1	(9%	20.0%	
2	18% (9%	45.0%	2/3 of SIS Membership
3	17%) 2/3 of SES	22.0%	
4	50%) membership	12.0%	
5	11%	.1%	
6	3%	.2%	

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